

CHILD DEVELOPMENT POLICY ADVISORY COMMITTEE MEETING
Thursday, October 5th, 2000
Pasadena City Hall, Pasadena, CA

Committee Business

Opening Remarks, *Kathy Malaske-Samu*, Chairperson

Ms. Malaske-Samu welcomed everyone and thanked those from the North for making the trip to the South. She thanked Dianne Philibosian for securing the City Council Chambers for the meeting.

Committee, staff and audience members introduced themselves.

Public Input and Announcements

Dianne Philibosian invited committee members, staff and all audience members to a reception at her home following the meeting. Ms. Malaske-Samu made it clear that the reception would be a purely social event, not a continuation of the meeting and that no business would be conducted. She then shared a story from last month's meeting: After the State Library research staff made a presentation, Ms. Philibosian requested more information about one of the presenters. She asked where Ms. Eltareb was from, where she had gone to school and approximately how old she was. Learning that she was from Stockton, Ms. Philibosian exclaimed, "I was your kindergarten teacher!" Dianne was so proud that one of her students had become a librarian. The importance of the early influences and environment we create for children cannot be overestimated. Because of the busy agenda and the Candidates Forum, public input and announcements were moved to later in the agenda.

Relative Caregivers: A Call for New Approaches in Federal and State Policy for Grandparents and Other Relatives Raising Grandchildren

Mary Hayes Wilhite, Child Welfare Consultant, Children's Institute International,
Marcia Buck, California Partnership for Children, and *Evelyn Mason*, President, Kinship Council of Los Angeles, Inc.

Ms. Wilhite introduced herself, Ms. Buck and Ms. Mason to present a position paper on kinship care developed at the "All in the Kinship Family: Western Regional Conference." (See attachment I) Ms. Wilhite spoke about the conference and how it identified the need for education about kinship care. She provided background information and statistics on kinship care, and the increasing numbers of children and families in kinship care arrangements. Children's Institute International and Edgewood Center for Children and Families have taken the position that the field needs to work with these families, especially in the areas of health care, education, access to schools and special education, respite care, and child care. Many of the children in these families have suffered from abuse and neglect. While many of the kinship caregivers worked at the time the children came to their home, other caregivers are elderly and living in senior housing, and now may need to find housing that will allow children. Many relatives have never been in court and need help with the legal process. In addition to financial

assistance, kinship families require supportive services and help with accessing local resources. There are a number of reasons kinship care is important. The most powerful of these are economics. If even half of the children being raised by relatives were to enter the formal foster care system, the financial impact would overwhelm the system. Ms. Wilhite asked the Committee for its support of the position paper.

Ms. Buck noted that in Los Angeles County about 25,000 children are placed with relatives, and about 60 percent of these are in the formal foster care system. The Children's Commission in Los Angeles County recently held meetings and heard the same issues from grandparents and other relative caregivers: resources are limited, and there are unmet needs for day care and respite care. She said grandparents and other relatives are faced with deciding -- often immediately -- whether to take a child into their home or allow the child to be placed with strangers.

Ms. Mason is a grandmother who is raising five special needs children. She gave the example that, just to attend a meeting out of town, she must address and coordinate their needs for medications, specialized education, child care and transportation. Many grandparents must travel three hours by bus just to attend meetings and workshops. The necessary child care to help in this process is not available to relative caregivers, so many of them don't go. Some relative caregivers have jobs, others do not, or they retire early to take care of these related children. Many relative caregivers do not receive assistance and must use their own savings, retirement funds, home equity, or other resources to ensure that the children are cared for. It often is difficult for grandparents to attend to their own medical needs as they get older, because they must bring an infant or toddler with them to their appointments.

Ms. Mason currently has three children in an after school program. She must work closely with the program to keep one of the children enrolled due to the difficulties posed by his special needs. Ms. Mason said that the terms "child care" and "respite care" are confusing to many. She stated that child care means children receive care in a structured program in a separate location, and respite care means that for a period of time, she is not accountable to provide for the needs of the child, thus allowing her time for self-care. She asked the Committee for their support for the grandparents who have given up so much for their grandchildren.

Ms. Malaske-Samu asked for comments. Ms. Poulsen stated that Ms. Mason eloquently captured the feelings of the Committee. She asked if the presenters are requesting child care for all grandparents, and not just those that are working. Ms. Wilhite stated that it is intended that all grandparents raising grandchildren have access to child care.

Jan Shively, in the audience, commented on the excellent presentation and urged the Committee to endorse the position paper. She is a grandparent raising a grandchild. She and her husband received the grandchild when she was eight months old. If it were not for her knowledge of the subsidized child care system, either she or her husband would have had to quit their job or retire. Grandparents in this position are faced with a lot: the decision to take the child, turmoil in the family, and, if they are working, the need for child care is a primary concern. She emphasized the need to expand the placement criteria for subsidized child care to include the needs of a grandparent who is retired and at home. Ms. Malaske-Samu noted that there seems to be a very

strong case to be made for kinship caregivers having access to subsidized child care, and it will be discussed in the afternoon budget discussion.

Marie Poulsen said that another issue of importance is that training for Head Start teachers and child care providers focus on moms and dads as the caregivers and that these workers should be trained to think of grandparents and others as caregivers as well.

The Committee voted unanimously to endorse the position paper on Relative Caregivers.

Ms. Malaske-Samu thanked the presenters and said the position paper is an excellent summary of the issues. Staff will look at turning it into a CDPAC Issue Brief.

Child Care Forum with Senate and Assembly Candidates from the Los Angeles Area

Ms. Betsy Neuwirth from the Pasadena Chapter of the League of Women Voters moderated the forum. The candidates were from various districts throughout Los Angeles. Some districts had one candidate present; others had more than one. Each received a list of eight questions:

1. *What do you feel is the relative importance of child care issues in your district?*
2. *Currently, the “working poor” - e.g., a 2-child family with an annual income of \$18,000 who has never been on welfare - are falling through the cracks when it comes to availability of child care. With costs for infant care in LA County averaging almost \$600 per month, what would you do to help ensure access to affordable, quality child care for all families?*
3. *The average starting pay for a child care worker is approximately \$8/hour or less, making it difficult for child care centers to recruit and retain quality staff. Would you support legislation to provide state funds to assist in the compensation of child care workers? If not, what would you propose to resolve the situation?*
4. *The concept of universal pre-school - i.e., pre-schools administered at various types of local sites and available to all children over a certain age - has been adopted by several states and is already in effect in some areas of California. What is your position on universal pre-school and, if you support it, how would you like to see it implemented?*
5. *Due to more stringent facility and staffing requirements, there is an acute shortage of infant care (children from 6 weeks to 2 years of age). Research indicates that this period of a child’s life is critical to his/her development and that conditions experienced here will have lifelong effects. Given this significance, what kind of programs would you support to increase the availability of quality, affordable infant care?*
6. *Many child care centers need help maintaining and upgrading their facilities - e.g., upgrading to expand services, upgrading play equipment and maintaining health and safety. Would you support a State program to provide small and family-run child care centers with assistance for facilities?*
7. *With more and more workers involved in information technology jobs that operate “24/7”, there is an increasing need for child care in non-traditional hours - i.e., nights and weekends. What kind of solution to this problem would you support?*

8. *Many of the 120,000 children living in foster care or with relative caregivers would benefit from child care services. The State does not draw down federal funds that could be used for this purpose. What issues would you consider in deciding whether to undertake an effort to draw down federal matching funds to expand child care services to these children?*

The candidates were invited to share with the Committee their views about child care and development services. Each candidate was given one minute to provide background information on themselves and two minutes to respond to one of the questions.

Leland Faegre is a Libertarian running for the Senate in the 29th District. He said he believes we may be going in the wrong direction in terms of what is needed for children and that this may be contrary to prevailing views. Mr. Faegre responded to Question #1:

A. The child care issues in my district are absolutely critical. I'd like to take issue with the materials you sent out to me. An example was a family with an income of \$18,000. If people with incomes that low have children, we should not encourage them to do so. If society subsidizes bad behavior, we will get a continuance of that behavior. It is not for parents to have children if they do not have sufficient income to feed and clothe and invest for them. The unfortunate trend for our culture where parents are being bailed out by the State will preclude parents from being responsible to change their bad behavior. The Libertarian position is to suggest, at least at the federal level, that we don't subsidize an irresponsible pattern of behavior. It is up to the states to make that decision. And common sense would suggest that we do not do this at the state level either.

Philip Baron, a Libertarian from Granada Hills, is running for the Assembly in District 38. Mr. Baron also responded to Question #1:

A. Child care issues vary within my district. My party does not believe in government subsidies for either good or bad behavior. The issue at hand, in most of these questions, is affordability and subsidy. If we offer incentives rather than appropriations, we can allow the marketplace to play this role in providing higher quality, better efficiency and wider access.

Jon Lauritzen is a Democrat running for Assembly in the 38th District. He has recently completed a 35 year career as a teacher with the Los Angeles Unified School District and has been an active member of United Teachers of Los Angeles. He is one of seven children. His mother was a working mother, a schoolteacher, and his wife is a working mother, also.

Mr. Lauritzen responded to Question #2:

A. We need to look at child care as an educational experience; we pay for education, we should pay for child care because we need to invest in the early years for long term benefits. If we look at child care as an educational subsidy instead of as a welfare subsidy, then it takes on a less onerous quality and may be more acceptable to poor parents. Even when he and wife were both working as teachers, it was a challenge to meet the expenses of child care.

Jane Shapiro is the Republican candidate for the 41st Assembly District. She is a member of the Los Angeles City Commission on the Status of Women, a member of the Developmental Disabilities Board, and a Registered Nurse. She started an organization called KidsSafe, which advocates for children's safety issues. Ms. Shapiro responded to Question #4:

A. I have concerns about mandating preschool. I would like to have more emphasis placed on giving tax credits to families who need child care. We should give tax breaks to corporations

and others that open child care facilities in order to help them along. My major concern is that we have a surplus and even though education is a statewide priority, education is in a crisis. Every available dollar should be given to that effort. Rather than mandating programs, we should pay teachers more, bring their salaries up to a respectable level. We need to draw the competent people, who are going out to the e-commerce world and others, back into the field of education.

Sara Amir is the Green candidate for the 42nd Assembly District. She is Chief of Clean-up Operations for the California EPA and is very concerned about the contaminants in our air, water and soil that affect our children. Ms. Amir responded to Question #5:

A. We don't value parenting. We tell mothers, "You have your child. It's been six weeks, now get back to work and be part of a productive society." We don't count parenting as productive. It's not counted as part of the Gross Domestic Product. We need to change our view. We can pay parents to stay with their babies for one year. This is done in European countries. We have a surplus and need to put the money where people need it most, which is child care for low-income families.

Mark Selzer is the Libertarian candidate for the 42nd Assembly District. He is Chair of the Central Los Angeles Libertarian Party. He stated he is running because he wants to do some of the things Republicans and Democrats say they want to do but never do. He hopes to bring creative solutions to problems that affect his district. Mr. Selzer responded to Question #6:

A. I wouldn't support such a program because I don't want children to be raised by the State. Children should be raised by their parents. Facility needs, learning needs, etc., should be determined by the parents and by the free market. We would essentially ruin the private centers by getting them hooked on state money and the conditions attached to that money by the State.

Doug Taylor is a Republican running for Assembly in the 42nd District. His background is in transportation issues, and his main focus is on traffic reduction. He has a B.A. in Mass Communications and a J.D. He has a three-year-old and a child on the way so the issues this organization addresses are very important to him. Mr. Taylor responded to Question #8:

A. The Republican Party believes in intervention only when people are unable to help themselves. In consideration of these multiple issues, I would suggest shifting the burden of child care to the corporations as Ms. Shapiro mentioned. Offer them a per-employee tax rebate or a tax credit for having on-site day care centers, and take it out of the State business. Offer a tax-deferred savings account for child care in the person's tax relief. This would mitigate some of the expenses to the State. As far as drawing federal funds, foster children are as important as natural children are. If bringing in federal funds would help provide for these children, I would advocate for it. Foster children deserve the same benefits as natural children.

Dan Gonzalez, an attorney, is the Democratic Party candidate in the 19th Senatorial District. He has always appreciated having been mentored by teachers in his early years and has made a point to return this benefit to his community. Mr. Gonzalez responded to Question #7:

A. I believe in expanding our investment in our communities by incorporating programs together such as Boys and Girls Clubs, seniors centers, etc., rather than having different meeting places. After-school programs are essential. They cut down on crime in my district. I asked police chiefs what's the most important thing that can be done to reduce crime and their response

was to put more money in education, in particular, have activities for children between 2:30 – 5:30 p.m., when 85 percent of juvenile crime is committed. Also, we need to have pre-school and child care programs available for working families that cannot afford them.

Susan Carpenter McMillan is the Republican candidate for the 44th Assembly District. She has been a child advocate for 20 years, and has worked most of that time with sexually molested children. She said she is passionate about child care issues. Ms. McMillan responded to Question #5:

A. I believe in a subsidy through tax breaks for corporations. Too many times I've seen mothers have to travel 20 miles from their work to find good child care. Businesses could get a tax break by providing on-site child care tailored by the employer and employees to meet their needs. It must be litigation-free, so business wouldn't be able to be sued for having day care on site. I would mandate that federal and state facilities have on site child care. It is important to keep the parent and child together. Businesses must adjust to this and come into the new millennium.

Carol Liu is the Democratic candidate for the 44th Assembly District seat. She is a former school teacher and school administrator and has served on boards of agencies serving children.

Ms. Liu responded to Question #6:

A. I support funding to upgrade child care facilities, but I believe funding should be made available through integrated child care services and service delivery rather than having isolated funding sources and enforcement. We need a system that works to actually deliver child care.

Jonathan Leonard is a Republican running for the 47th Assembly District seat. He is a retired firefighter and serves on the County Fire Department Commission. He has five children and five grandchildren from six years old to 45 years old. He is a neighbor of Mrs. Mason and has seen her walk the neighborhood on behalf of children. Mr. Leonard responded to Question #3:

A. We may have some management issues here. I was looking at the figures you provided. If child care costs \$600 per month, ten children would represent an income of \$6,000 a month. If salaries are only \$8 per hour, the money must be going somewhere. Even though many homes in our community have been paid for, there is still a child care problem. There have been plans for a child care center in our city, but it hasn't been built yet. I have noticed that while many of the brothers and sisters are going into the valley for their education, their children are cared for in the community.

Mark Anthony Iles is the Republican candidate for the 52nd Assembly District. His background is in the business community. Mr. Iles responded to Question #1:

A. About eight percent of the children in Compton have no contact with biological parents either because they are in foster care or are living with grandparents. The first step is to identify the problem, which is that a large number of the parents are not assuming their responsibilities. One way to address it is for the state to encourage the business community to take more ownership of the problem. I agree that making on-site child care litigation-free would be an incentive that might make it feasible for businesses. We need to look at all the components and to integrate the efforts of churches, centers, the state, etc., around the problems experienced by low-income families.

Louise Allison is the Natural Law Party candidate in the 59th Assembly District. She is a teacher in Claremont, CA, and has been a specialized tutor for 20 years teaching both children and adults. Ms. Allison responded to Question #8:

A. The Natural Law Party believes that our most precious resource is the intelligence and creativity of our citizens. Therefore, we believe that education is truly the cornerstone of our platform. We don't mean just putting money into education, but we support research to find out what works and to use that information to improve education outcomes. Child care falls into the category of education. I agree that giving tax incentives to corporations that provide child care is a good idea. Government should provide a leadership role in defining what is important in society, not just in providing child care so the mother can work, but to validate the importance of parents in educating their children. Everyone should have access to child care. If it's necessary to support low-income parents with vouchers, then we should do so.

All candidates were then asked to answer the question of their choice:

Dan Gonzalez chose Question #3. About 150 ladies in my district earn less than minimum wage as child care providers. As noted by Mr. Leonard, child care costs are not an accurate reflection of what is being paid to the child care provider. Somebody is making money; and it isn't the caregiver. Another issue is there should be standardized background checks to ensure that providers have a minimum degree of training because quality of care can be a hit or miss proposition. It is the responsibility of government to provide for the common welfare by ensuring that parents can go to work and be assured their children are being taken care of appropriately and safely.

Leland Faegre said we have an economic boom because we have an audacious market, not because of anything done by the government. He expressed concern that the speakers are disguising a welfare plan as education to make it easier to accept. What works in every sector of society, including education, is competition. He suggested that we all read Article 1, Section 8, of the Constitution, to see what the state is and is not supposed to be doing.

Philip Baron addressed Question #2. Whether a person makes \$6 an hour or \$60 an hour, child care is a matter of personal priority setting. An article in USA Today quoted child development experts saying that a large amount of day care is not desirable. Mr. Baron cautioned that subsidized child care is paid for with tax money, which is money taken involuntarily from others, and that this may not be an example we want to set for our children.

Jon Lauritzen noted the importance of training for day care providers. His wife teaches at a high school where students bring their children to an on-site child care facility. They are required to spend two hours a day there with their children learning parenting and caring for children in the center. They earn a certificate as a child care provider. It's great to offer incentives to corporations, but not all are large enough to provide child care. Training of providers is vital, and we must ensure that facilities are safe. Parents are probably more concerned about their children's safety than about their education.

Jane Shapiro addressed Question #1. A candidate has a responsibility to learn the issues. I'm not an educator, but my absent opponent is. Ms. Shapiro noted the value of the education she's receiving reading the materials sent to her for this forum, researching the questions and reviewing the Los Angeles County Assessment Report. She said the Assessment Report must be gotten out to people in the County to educate them.

Sara Amir chose Question #3. No one can live on \$8 an hour. We don't value the caring of our children because it is considered a woman's job. Our market-based economy does not value women's work. We need to improve the salary of people who take care of our children, get better quality caregivers, and train them. We need to look at all these issues holistically and prioritize education in our work.

Mark Selzer said that he is 100 percent pro-parent. He wants to support the parent's right to raise their children according to their own needs. The state should not be raising children. Parents must provide for their children because this is how children learn what they need to do. If both parents are working, who's taking care of their kids? It should be the parents. We pay nearly 50 percent of our income in taxes, state, federal, sales, etc. If both parents work, one is paying for their taxes while the other is providing for their needs. We need to not take money from families so they can raise their children.

Doug Taylor agreed that it is best for families to raise their own children, but we can't legislate good families. There are six elements to the right of privacy; one is the right to educate your child. If parents educate their own children, we could reduce tax levels so that a parent doesn't have to work to pay the taxes and be taken out of the home. One way to help parents learn good parenting is through public service announcements about what is good parenting. Good parenting will solve the crime rate, drug abuse, and economic problems by teaching children correct, sound principles and letting them govern themselves. It's hard to do, but I think we can take steps in that direction.

Susan Carpenter-McMillan said she agrees with the other candidates, but the reality is that we live in a state controlled by Democrats. And Democrats are a tax and spend party. Therefore, we can only look at tax breaks and tax incentives. We overlook the fact that women and mothers receive a higher education and then are told to go home. All parents should have the right to make their own occupational choices. That is why she is avid about incorporating child care and business. Small businesses could pool their resources so children can be cared for at or near where their parents work.

Carol Liu addressed Question #2. Her opinion is that it is not an issue of child care, but an issue of early childhood development and education and all children having access to economic opportunity and quality of life. She supports legislation to increase funding for county-provided child care but has concerns about the service delivery system. We need funding, facilities, qualified child care providers, inspections, and enforcement. The patchwork of programs and their administrative complications needs to be simplified so that child care is a direct service. She'd like for all of us to sit down and try to streamline the process.

Jonathan Leonard said that sales taxes were increased for a time to offset the costs of freeway repairs after the recent earthquake. It's terrible to have 120,000 children in foster care. That sales tax rate could be reinstated and the money raised could be used for child care as an investment in the quality of children's lives.

Mark Anthony Iles stated that the issue is leadership. He said that public-private partnerships are needed to utilize all available resources, for example charitable trusts. We need to look at the possibility that child care is over-regulated, and the regulations are serving as barriers to service. He doesn't think that forcing businesses to provide child care is the answer. It would be more effective to show businesses how making these changes will impact their bottom line.

Louise Allison said that in the last 20 years the number of young mothers in the work force has doubled. Education and early childhood care are inseparable. This is not about babysitting; it's about early childhood education. It is critical to train caregivers to provide high-quality care. We need to provide training and then raise salaries to commensurate with that training. We need accountability. We need to use scientifically proven solutions to resolve problems. We can't continue to throw money at a crisis; we need to research what works, invest in that, and throw out what isn't working. In the end, we need to listen, especially to groups such as CDPAC, who are knowledgeable about the issues and who disseminate that knowledge.

Dianne Philibosian asked the candidates what they might do to encourage individual or corporate philanthropy.

Philip Baron said that offering tax incentives to those who give and reducing taxes in general would increase the amount available to give and people would do so voluntarily.

Mark Anthony Iles said that people want to give, especially to something they know will work. Well-planned and executed grass roots organizations will attract money.

Leonard Faegre spoke about the need to reduce taxes so that individuals and families have funds to support themselves as well as to give to organizations.

Jane Shapiro said that in good economic times or bad, money doesn't come to nonprofits as needed unless a corporate CEO identifies with your service. Groups like this, the State Legislature, businesses, and nonprofits need to get together to plan, to integrate resources, and be accountable in order to address these issues.

Dan Gonzalez spoke about his experience with a local clinic's effort to raise funds. Most funds came from small contributions. Recognizing those who put in these major efforts will encourage giving.

Jon Lauritzen said that philanthropy is important, but parents who need to work have to have dependable, structured child care. They can't depend upon fluctuating sums from philanthropists to fund those services.

Carol Liu said the paradigm has shifted from government responsibility to community efforts. If we all sit in the same boat and all put our oars deeply into the water, much can be achieved.

Mark Seltzer stated that it's more effective to give directly to organizations than indirectly through taxes. We need to empower parents to take care of their kids. He said that welfare harms children because those raised on welfare end up with lower I.Q.s.

Doug Taylor said we all need to understand that we're in this society together. We are one America. We need to work together to solve our societal problems.

Louise Allison said that an organization such as this one is about solving problems, not worrying about partisan representation. We as a society need to examine what is the underlying problem and then try to solve it together.

Sara Amir said it's great if corporations are encouraged to provide child care, but it's the government's responsibility to provide quality child care. California cannot afford politics as usual.

Susan Carpenter-McMillan stated there must be a re-education of our working system. For too long the workplace has been child unfriendly. We need retraining to incorporate all family members into the workforce.

Jonathan Leonard commented that he doesn't think all are aware of the crisis in child care. Children are part of the community; small grocery stores give mothers on welfare the opportunity to "keep it on the books." That's the way the community is a village.

Ms. Neuwirth thanked the candidates and said they had given her a lot to think about.

Ms. Malaske-Samu thanked all the candidates and encouraged them to continue to advocate on behalf of children and families. We have a shared commitment to wanting the best for children and families. She said that CDPAC is a resource, that many information resources are available, and encouraged them to use them.

Pasadena Mayor Bill Bogaard welcomed everyone and commented on the importance of CDPAC efforts.

Budget Priorities for 2001/2002 Budget Year

Ms. Malaske-Samu introduced Bonnie Parks, to facilitate the Budget discussion. The purpose of the discussion is to solicit input from members and meeting participants. Information from this discussion will be incorporated into the Committee's recommendations, which will be shared with the Office of the Secretary for Education.

To frame the discussion Michael Jett, Director of CDE's Child Development Division, provided highlights from the State Fiscal Year 2000-01 Budget. Venus Garth, Chief of the California Department of Social Services' Child Care Bureau shared perspective and priorities from CDSS, and Dr. Sandy Burud from the Claremont Graduate University School of

Educational Studies and Peter F. Drucker Graduate School of Management, Quality of Life Research Center shared the following perspective from working with the business community to build connections to child care.

Sandy Burud has worked for about 15 years as a consultant to employers regarding child care for their employees. She has seen corporations, once employers were convinced to provide child care, struggle to maintain their child care programs because of compensation and other issues. She cautioned people to be realistic about how big a piece of the solution is the employer's because their abilities to help resolve their employees' child care problems are limited.

Ms. Burud said that, typically, a corporation will plan an on-site child care center to accommodate five percent of their workforce when the need is actually closer to 30-35 percent. Also, middle and upper income employees are more likely to use the center because the higher parent fees charged to ensure safety and quality are prohibitive to lower income workers. In California, about 100 corporations have on-site child care centers. California gives employers a state tax credit for start-up and ongoing support.

The needs of the working population are roughly the same whether they qualify for subsidies or not. Research in one non-California corporation showed that employees with family incomes of less than \$55,000 a year were spending 29 percent of their gross income on child care, equivalent to a second mortgage; and they were paying only half of the going rate in the community for child care. Regarding supply, even though there are vacancies, many families cannot use child care because of the cost or because of their unusual work schedule. Regarding quality, people often are so stretched that either they cannot find or afford quality care. They have problems locating back-up child care and sick child care. Workplace policies are also an issue. Workers often are pressured to work longer hours. Solutions such as flextime add issues. For example, parents must pay for five days of child care even when they work only four, and they must pay for longer hours for those four days.

Child care professional salaries also affect these families. The turnover issue is getting worse. Costs for the families are the central issue. Adding more dollars could mean that some of the issues around quality and staff turnover could resolve themselves.

Ms. Burud said that while employees can take a child care tax credit, there is a built-in disincentive for employers to build child care into cafeteria-style benefit plans so their employees can pay for some or all of the costs with pre-tax dollars. An employee may only set aside up to \$5,000 of their salary for a flexible spending account. If the employer gives them a child care subsidy, this is counted against that \$5,000 limit. Everything above that is considered taxable income to the employee.

Ms. Parks suggested four categories to structure the budget discussion and recommendation: (1) increase the number of eligible children served; (2) improve quality statewide; (3) broad-based solutions to compensation issues; and, (4) facility issues. A summary of the discussion and suggestions follows:

- In CalWORKs, over 60 percent of the children in child care are in license exempt care. To ensure that children are safe and school-ready and that caregivers get the kind of support that they need to provide quality care, it was proposed that a supportive network be considered to provide training and assistance for caregivers.
- To meet the self-sufficiency needs of low-income working families, we must ensure that both CalWORKs and non-CalWORKs families are afforded equal access to subsidized care.
- Expand the tax credit to parents for a certain amount of child care, possibly treating child care like a pre-tax health benefit.

Member Input

Dianne Philibosian said that the major budget priority issue is sustainability of all the programs. How do we create or develop some endowments so that we don't have to scramble around again year after year for the same dollars? Is it possible to set aside some of the state budget surplus money for an endowment? Another concern should be the reliance on diminishing Prop 10 dollars.

Marie Poulsen suggested that we consider how can we benefit from experiences in developing successful public-private partnerships such as Pasadena's Universal Preschool Program.

Ms. Malaske-Samu asked the Committee to think about budget process suggestions that would address systemic issues. For instance, looking at ways to impact development by removing or establishing a moratorium on some of the building, zoning and local ordinances can be barriers to facilities development.

Bob Orsi said that in new communities, the infrastructure often is being provided via fees. For example, the fees for a road for a new area can run around \$250,000. There may be a way to consider guidelines by which exemptions could be issued within the licensing process.

Because it's rare that every child is out on a playground at the same time, a reduction in the amount of land required would be one way to significantly cut costs in high cost areas. Most of the U.S. doesn't require 75 square feet per child. Instead, they allow a reduction of play space based on some sort of schedule. As land becomes more expensive in California, that's a very significant cost.

Also, some states do not require use permits for child care. It can be in any zone. In these states, land designated for commercial use but with little commercial value can be acquired for a reasonable amount and used for a child care center.

Ms. Malaske-Samu said that to enhance the quality of caring for children, some types of relationship-based consultant services are needed such as mental health, special education, etc.

Ms. Poulsen said that currently, Department of Mental Health funding is tied to a particular child who has a particular eligibility, when often the whole family needs support. We need consultation-based funding that is free from this tie. Mental health specialists at the table will help us identify problems early and prevent catastrophic outcomes. Funding is

compartmentalized so that we look at children and families separately. We need to integrate support to the family as a whole.

Joyce DeWitt commented that an important part of this question is how do we integrate services that benefit both the child and the family without adding a burden to the staff.

Michael Jett noted that the compensation issue is critical. Sometimes programs subsidize staffing costs, but it's difficult. Subsidy rates for child care are so low that school districts are considering letting preschool programs go. The "lost COLA" is still a central issue.

Ms. Malaske-Samu expressed her concern that competition within the field will have a detrimental effect. Non-subsidized care will lose staff to subsidized care, while subsidized care will lose staff to K-12. She noted that another important issue for inclusion in the recommendations is that we need to find ways for categorical money to be used for community needs. Ms. Phillobosian agreed that we must find ways to fund programs as a whole and eliminate categorical designations.

Following the discussion, Ms. Ryan said that staff will summarize the input and use it to develop budget recommendations prior to the next Committee meeting.

The Committee voted unanimously to approve the minutes from the September meeting.

Audience Input

Sue Mealey, Coordinator of the Partnership for School Age Children in the Pasadena Unified School District, said that their biggest resource is the After School Learning and Safe Neighborhoods Partnership. That program, combined with 21st Century federal money and county funds, has allowed expansion of the program. About one-third to one-half of the children in the schools they serve participate in the program.

Michael Jett asked about the impact of the \$5 per day funding. Ms. Mealey said that the funding is clearly not enough, although the programs, even at such a low rate of funding, have made a tremendous impact on the communities in which they operate. They plan to conduct an evaluation to examine whether the program helps improve school performance.

Ms. Malaske-Samu asked how the Partnership collaboration works; do the dollars work together well? Ms. Mealey said they do work well together. The City of Pasadena provides the recreation component. The school district provides the sites, utilities and fiscal oversight. County funds are limited to CalWORKS families and serve only 50 children. They hope to receive other funds so that the CalWORKS kids can be blended in with other children and eliminate the stigma created by their being in a separate program.

Peggy Sisson, Child Care Coordinator for the City of Pasadena, welcomed the Committee on behalf of the child care community. She reported on Pasadena Learns -- a four-year-old program in Pasadena for children from low-income families, funded by public and private resources and administered by a public/private partnership. The program is free to families. The partnership started out with about 40 partners, now they have a membership of 80 to 90 organizations and six

subcommittees. Some of the partners are: CCIS, the school district, Early Steps for Learning, the county library and Head Start.

State Department Report

Bonnie Parks, Employment Development Department

Federal funding changes are affecting EDD's programs. The Department is working with local One Stop facilities where various programs will be co-located so clients may access information and services at one site. As these local sites form, they are working to ensure that a number of areas are covered, including child care. When a list of certified One Stops is available, it will be shared with the Committee.

Executive Director and Staff Report

Ms. Ryan expressed thanks to the League of Women Voters for providing the forum for candidates. She reported that this year's budget contains sufficient funds for subcommittee travel and suggests that the Committee establish at least a legislative subcommittee. Anyone wishing to volunteer is welcome.

She also brought up the Calendar for the remainder of the Budget Year. Staff will recommend whether it would be best to forgive the January or March meeting in lieu of the February conference at the next meeting.

She called the Committee's attention to a report prepared by Assembly Member Susan Davis' Select Committee on Adolescence and provided information about how copies could be obtained from Ms. Davis' office. A number of recommendations in the report came from this Committee.

Ms. Ryan reported on a number of meetings held since the last Committee meeting, including one with the Governor's Office, the Office of the Secretary for Education, the Department of Education, Children and Families Commission, and the State Consumer Services Agency. Staff also met with County and City Child Care Coordinators about their technical assistance needs and facilitated the third Master Plan meeting. The materials from that meeting will be shared at next week's CDD Conference. We will ask for input and strategies to assure the completed plan won't be relegated to shelf space.

Kay and Nancy Strohl from the Child Care Law Center presented information about the Master Plan Framework effort to the Children and Families Commission at their September meeting. The Commission is considering a request from Senator Alpert to develop a Master Plan for early care and education. They delayed action to get more information about how this request fits with what the Joint Committee on Education is doing, as well as their mandate to serve children 0-5. At this point, we are not certain of the outcome. We are meeting with Jane Henderson tomorrow to talk about this issue.

Robin Gray-Sanders, our designated representative from the Department of Health Services, and now the proud mother of baby Joshua started back to work yesterday and will likely return as the DHS representative to CDPAC. The CDSS is currently without a designated representative and is in the process of deciding whom to appoint to the Committee.

Ms. Philibosian said that the Library research and bibliographies are excellent. They are of such high quality she asked if they would be put on the web site. Ms. Ryan responded that they would be placed there, once the web site is up.

It was agreed that a one-day Committee retreat to allow us to prepare for 2001 will replace the December meeting. We will wait to establish subcommittees until after that discussion. Staff will secure a location to be announced at the next meeting.

Legislation

Leslie Witten-Rood, CDPAC Staff

Leslie provided information about bills of particular interest to the Committee.

AB 212 was signed by the Governor on 9/20. It requires that specified funds appropriated by the Budget Act of 2000 for child care and development shall be allocated to local child care and development planning councils based on the percentage of state-subsidized, center-based child care funds received in that county, to be used to address the retention of qualified child care employees in state-subsidized child care.

AB 1619 was also signed by the Governor. This bill Requires the State Department of Social Services to convene a working group to develop alternatives to regulations establishing minimum safety standards for public playgrounds, including playgrounds in a day care setting. In response to the request by the Committee, CDPAC will be invited to participate on the working group.

SB 1703 was also signed. This bill will have significant implications at the local level. For more information and to view chaptered versions of the bills, Leslie directed people to www.assembly.ca.gov or www.senate.ca.gov www.ca.senate.gov.

The meeting was adjourned and all present were again invited to attend the reception at Dianne's house.

Participants at the October 5th Meeting

Members:

Kathy Malaske-Samu, Chair
Marie Kanne Poulsen, Ph. D., Vice Chair
Robert Orsi, Treasurer
Dianne Philibosian, Former Chair
Michael Jett, CA Department of Education

Joyce DeWitt, Public Member
Bonnie Parks, Employment Development Department
Earl Peterson, Child Care Consultant
Evelyn Mason, Grandparent/Child Advocate

Staff:

Kay Ryan, Executive Director
Leslie Witten-Rood, Policy Analyst

Sharon Rea-Zone, Research Analyst
Sharon Goldstein, Policy Analyst

Attendees:

Irma Fraigun, CA Teacher's Association
Charleen Tressler, San Diego Child Care Planning Council
Michael De La Rosa, County of San Diego
Sherry Paul, County Child Care Administrator
Mary Wilhite
Craig Hammer, Serendipity Early Care & Education Center
Jan Shively, Claremont USD
Rita del Rey, Child Care Information Services
Julie Dobson, Connections for Children
Kathy Kubota
Frank Lopez, Mexican-American Opportunity Foundation
Louise Boley
Samuel Rowland
Lisa Foster, California State Library
Rodrigo Giraldo, Mexican American Opportunity Foundation

Joyce Robinson, Bright Faces Child Care
Barbara Coulibaly, PACE/ APP
Alexandra Torres, LA Conservation Corps
Andrew Kennedy, LA County Office of Education
Lisa Basiri, Westside Regional Center
Shirli Brantbar, YWCA Greater LA
Nancy Noble, Community Planning Association
Carmen Morales, Infinite Potential
Meery Rich, CU SD
Monica Kreiger
Kelly Hogrefe, OC Child Care Council
Sue Miele, Partnership for School Age Children
Sandra Burud
Peggy Sisson, City of Pasadena